



## **BOARD AGENDA**

Special Board Meeting

MIDWEST CITY - DEL CITY PUBLIC SCHOOLS

Friday, May 30, 2025, at 8:00 AM

Mid-Del Board of Education, Board Room

7217 S.E. 15th St.

Midwest City, Oklahoma 73110

Following is a list of the business to be conducted by the Board of Education at the above mentioned meeting. The Board of Education may discuss, make motions and vote upon all matters appearing on this Agenda. Such votes may be to adopt, reject, table, reaffirm, rescind, or take no action on any Agenda matter.

- I. Opening Exercises:
  - A. Call to Order and roll-call recording of members present and absent
  - B. Moment of Silence
  - C. Flag Salute
- II. Approval of the agenda.
- III. Vote to approve or not approve to ratify the 2025-2026 Support Agreement.-  
Ms. Huston



**Dr. Rick Cobb**  
Superintendent

**Pamela Huston**  
Assistant Superintendent/  
Chief Human Resources Officer

7217 S.E. 15th Street  
Midwest City, OK 73110  
(405) 737-4461

**Mailing Address:**  
P.O. Box 10630  
Midwest City, OK 73140  
Fax: (405) 739-1754

To: Mid-Del Public Schools Board of Education and Dr. Rick Cobb

From: Pamela Huston, Assistant Superintendent *PH*

Date: May 30, 2025

Re: Tentative Agreement between Mid-Del Board of Education and the Mid-Del Support Employees Association

I would like to request your approval of the tentative agreement completed on May 9, 2025 between the Mid-Del Board of Education and the Mid-Del Support Employees Association (MDSEA). This particular tentative agreement focused on areas of language and compensation.

Mid-Del and MDSEA agreed upon the following:

- Step increase for all eligible support personnel covered under the MDSEA negotiated agreement
- Add steps to schedule TT1 to increase to 30
- \$0.30/hr increase to each step beginning with step 2 on schedule TT1
- \$0.15/hr increase to each step across all other salary schedules
- Add Adjunct Instructor stipend for eligible employees in the amount of \$1,500
- Update YY schedules to: YY (up to 8,000 meals) and YY2 (over 8,000 meals)
- Article 10 – Add language to allow all support employees, except Transportation drivers and monitors, to accrue up to 3 work days of positive comp time. Accrual of negative comp time will only be admissible when school is cancelled or with approval of supervisor. Supervisors may only authorize up to 1 work day of negative comp time and time must be made up within 10 work days of accrual.

***Mission Statement***

When the young people of Mid-Del enter our schools, they will be **safe**.

When they enter our classrooms, they will be **challenged**.

When they leave our schools, they will be **ready**.

- Article 10 – Add language documenting that efforts will be made to find alternative solutions for classroom coverage before support employee is utilized
- Article 11.8 – Added language to limit outside experience accepted to 12 years
- Article 13.10 – Update language to provide support employees up to 6 days of bereavement leave per year, regardless the relationship. Additional days can be requested for additional parent, spouse, or child death within same school year. Can also be used for loss during pregnancy.
- Article 16.2A – Add language to include re-employment beyond a 60 calendar day break in service to require a 60 day probationary period for support employees
- Article 21 – Add language that call back time occurring during month of June will only be eligible for compensation
- Article 26.3 – Replace Mid-Del ACT with MDEA
- Article 26.4 – Replace MDACT with MDEA
- Article 26.4|Bereavement leave – Correct 24-25 typo from MDEA to MDSEA
- Article 26.6 – Added language to require a minimum of 6 credit hours be completed by Adjunct Instructors each school year, beginning 25-26
- 25-26 MOU to provide \$150 attendance stipend per 9 weeks for bus drivers and \$75 attendance stipend per 9 weeks for bus monitors
- 25-26 MOU to provide a one-time retention payment of \$1,500 for returning MDTC employees

### ***Mission Statement***

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MDSEA Tentative Agreements for 25-26

26.3 Evaluation: Adjunct Instructors will follow the evaluation procedures set forth in the ~~Mid-De~~ ~~ACT~~ **MDEA** Collective Bargaining Agreement Article VI Section 6.

26.4 Leave: All leave will be accumulated according to the MDSEA Negotiated Agreement Section 13 with the exception of inclement weather leave during which time they will follow the ~~MDACT~~ **MDEA** Negotiated Agreement

Bereavement leave – Match the MD**S**EA Negotiated Agreement

Article 10 (page 12-13) Add language:

All support employees, except Transportation drivers and monitors, shall be allowed to accrue up to three (3) work days of positive comp time with supervisor approval.

The accrual of negative comp time shall be admissible only when school is cancelled or with the approval of the supervisor. Supervisors may only authorize up to one (1) work day of negative comp time, and the time must be made up within ten (10) work days of accrual.

Article 10 (p.13) Added Language:

Efforts will be made to find alternative solutions for coverage before requiring a support employee to cover a certified teacher's classroom, with the understanding that the building administrator makes the final decision.

13.10 Bereavement Leave (2025)

- A. All support staff are entitled to a maximum of 6 days of bereavement leave per year.
- B. If during the same school year, the support employee or employee's spouse suffers an additional death of a parent, spouse or child, the support employee may request the use of sick leave (up to five days) if all bereavement days have been exhausted. This request shall be made to the Chief Human Resources Officer or designee. Any required forms for this purpose shall be made available and submittable online. Documentation may be required upon return from the absence.
- C. A support employee, as an expectant parent, spouse, or domestic partner who suffers a pregnancy loss (including, but not limited to, chemical pregnancy, molar pregnancy, ectopic pregnancy, miscarriage, Terminated for Medical Reasons (TfMR), stillbirth, neonatal loss) shall be eligible for bereavement leave.

A. Probationary Employees – All full-time employees starting initial employment in the district, **or re-employment beyond sixty (60) calendar day break in service,** will be employed for ~~in~~ a sixty (60) calendar day probationary status.

Article 21 - Added language - All call back time occurring during the month of June will only be eligible for compensation rather than compensatory time.

#### 11.8 Bus Driver Salary Step Placement:

When being hired, bus drivers will be placed on a step 1 and will have 60 calendar days to present proof of verified, paid, like experience in which a CDL with passenger endorsement was required. Verification must be provided by the employee and presented to the Human Resources Department in the form of a written letter on company letterhead from previous employer(s). Final determination will be made by the Human Resources Department in conjunction with the Transportation Department and calculated at a 1-to-1 ratio with a maximum of 12 steps. (2024)

#### 26.6 Adjunct Instructors

Beginning the 2025-2026 school year, all adjunct instructors will be required to provide evidence of the successful completion of at least three (3) college hours per semester or six (6) credit hours per school year. Failure to comply may result in the recommendation for termination or demotion.

#### Compensation:

- Step raise for all eligible employees
- Add steps to the Schedule TT1 to increase to 30
- Increase of thirty cents (.30) per hour to each step beginning with step 2 on Schedule TT1
- Add fifteen cents (.15) per hour to each step across all other salary schedules
- Adjunct Instructor stipend for eligible employees in the amount of \$1,500 (Add language to the bottom of the salary schedule)
- Update salary schedules to YY (up to 8,000 meals) and YY2 (over 8,000)

#### Tech Center

- Step raise
- .15 / hr increase

MOU for 2025-2026 Attendance stipend for bus drivers - \$150/9 weeks/driver - \$75/9 weeks/monitor

MOU One time retention payment of \$1,500 for MDTC returning employees

**NEGOTIATED AGREEMENT**  
**between the**  
**BOARD OF EDUCATION ISD #52**  
**and**  
**THE MID-DEL SUPPORT EMPLOYEES ASSOCIATION**

Pursuant to the procedural agreement between the Board of Education, ISD 52, and the Mid-Del Support Employees Association (MDSEA), this Negotiated Agreement is entered into between the Board and the MDSEA this 30th day of May, 2025.

The terms and conditions of this Agreement shall bind the Board of Education and the Association during the 2025-2026 school year, and continue to be binding on the parties until superseded or replaced by a subsequent Agreement negotiated in accordance with the provisions of the Procedural Agreement. This constitutes the full and complete agreement between the Board and the Organization. Nothing herein shall restrain or impair the rights or responsibilities of either party as provided by law.

The provisions herein shall be binding equally upon the Board and the members of the bargaining unit as defined in the negotiated contract.

**IN WITNESS WHEREOF**, The parties hereby affix their signatures:

THIS DOCUMENT REPRESENTS THE FULL AND COMPLETE AGREEMENT ENTERED INTO BY THE MDSEA AND THE MID-DEL BOARD OF EDUCATION

May 30, 2025

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President, MDSEA

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President, Mid-Del Board of Education

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MDSEA Negotiation Team Member

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Board Negotiation Team Member

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MDSEA Negotiations Team Member

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Board Negotiation Team Member

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Board Negotiation Team Member

- IV. Vote to approve or not approve the recommendation for a Mental Health Specialist.- Ms. Huston
  
- V. Vote to approve or not approve the recommendation for Head Principal at Del City Elementary.- Ms. Huston
  
- VI. Vote to approve or not approve the recommendation for Director of Student Accounting.- Ms. Huston
  
- VII. Vote to approve or not approve the recommendation for Athletic Director/Football Coach for Midwest City High School.- Ms. Huston
  
- VIII. Adjourn  
This agenda was posted at the Board of Education Center, 7217 S.E. 15 Street, Midwest City, Oklahoma, on May 28, 2025, at 4:00 PM, in accordance with the Open Meeting Law.

The next Regular Board meeting is June 9, 2025.